

Ratification of Memorandum of Settlement between Toronto Public Library Board and Toronto Public Library Workers Union, Local 4948 CUPE (2016-2019)

Financial Implications of the Memorandum of Settlement

Funding for the 2016 budget in the amount of \$1.497 million will be requested from the City, comprised of \$1.586 million for cost of living adjustment (COLA) reduced by an expected \$0.089 million saving from the benefit change on orthotic and orthopaedic devices. The future year costs will be reflected in the 2017, 2018 and 2019 budget submissions.

Bargaining Results

Cost of Living Adjustment (COLA) and Lump Sum

	<u>COLA</u>	<u>Incremental Cost</u> (\$ millions)
➤ January 1, 2016	1.25%	1.586
➤ January 1, 2017	1.25%	1.603
➤ January 1, 2018	1.25%	1.621
➤ January 1, 2019	<u>1.25%</u> <u>5.00%</u>	<u>1.640</u> <u>6.450</u>
		<u>One-time Cost</u> (\$ millions)
➤ Lump Sum Payment: January 1, 2019	0.25%	0.282

The incremental cost of the 5% COLA increase over 2016 to 2019 is \$6.450 million.

The cost of the lump sum payment in 2019 is \$0.282 million.

Illness or Injury Plan (IIP)

The proposed changes to the IIP in 2017 is expected to result in savings from lower absenteeism and this will continue to be monitored.

Generic Drugs

The proposed change in the criteria to have non-generic drugs covered is expected to result in some savings but they are not expected to be significant.

Orthotic / Orthopaedic Devices

The changes to the provisions for orthotic / orthopaedic devices is expected to save approximately \$0.089 million each year.

Long Term Disability

The changes to the Long Term Disability (LTD) benefit is expected to result in some savings but they are not expected to be significant.

Health and Safety

The commitment for health and safety information programs will result in a budget increase of \$2,500.